



Ethos Statement for Compassion UK

The ethos of Compassion UK (CUK) is based on the acceptance and outworking of the charity's foundational documents, e.g. Articles of Association, and membership documents including the Compassion Global Partner Alliance Covenant Charter (the GPA Charter).

The Articles of Association include the objectives, *"to advance the Christian Faith in all or any part of the world"* and *"the development of children to social and spiritual maturity"*.

CUK is an independent ministry organisation that is a member of the Compassion Global Partner Alliance (GPA). *"The GPA's purpose is to undertake holistic child development as an outworking of shared Christian faith, to glorify God, extend His kingdom, and care for those made in His image, according to the Great Commission as recorded in Matthew 28:19-20 and the Great Commandment as recorded in Luke 10:27."* *"The GPA is not an entity, but rather the means by which multiple entities accomplish a shared purpose."*

At the formation of CUK in 1999 the organisation signed the "Compassion Covenant Council Charter of Organisation," which has subsequently been superseded by the GPA Charter. CUK has, like all other partner countries, signed the GPA Charter; *"a covenant between God's people for His purposes and glory,"* which *"sets forth the shared beliefs through which Members covenant with Compassion International to accomplish the global purposes of Compassion International. The GPA Charter is the instrument by which Compassion International's Board of Directors describes its relationship with the Members and ensures that each works in a manner consistent with the Charter mission, values, statement of faith. The GPA Charter also sets forth the agreements, policies and practices which each member agrees to adhere to in furtherance of the purposes of Compassion."*

"GPA Members are united by the common core purpose:

In response to the Great Commission, Compassion exists as an advocate for children, to release them from their spiritual, economic, social, and physical poverty and enable them to become responsible and fulfilled Christian adults." This entire purpose is embodied in the phrase:

"Releasing children from poverty in Jesus' name."

CUK is a Christ-centred organisation; GPA Members *"confess that Jesus is the Christ and He is Lord of our lives and of the ministry. Our love of Jesus compels us to love others as He commands and to honour Him in all that we do."*

CUK is committed to the Church; GPA Members acknowledge that *"the Church is the great hope of the world and is God's instrument to advance the Kingdom of God. We mobilise and connect the global Body of Christ to fulfil her mandate for holistic discipleship of children in poverty."*

Having regard to these principles, CUK's Equal Opportunity and Diversity Policy reflects both the spirit and intentions of UK legislation which outlaws discrimination. In accordance with the Employment Equality (Religion or Belief) Regulations, CUK will apply an occupational requirement where a role requires a post holder to demonstrate an active personal commitment to the Christian faith; be in agreement with and committed to respect and uphold and commit to work within Compassion's Christian faith-based ethos, faith statements and values. This will apply to those roles that are assessed to be promoting the

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organisation's Christian ethos and enabling people to experience, explore and express the faith-based motivation of its work. Individuals in all other roles are expected to respect, uphold and commit to work within Compassion's Christian faith-based ethos, faith statements and values of:

Integrity: *"aligning our thoughts, motivations, attitudes and actions with the ethical principles in God's Word. In both our personal lives and our ministry, what we believe, what we say and what we do should be consistent, congruent, reliable and transparent."*

Excellence: *"doing things God's way – consistently doing everything that we are called to do with outstanding quality. We do the right thing, the right way, every time."*

Stewardship: *"the ministry of Compassion belongs to the children, our implementing Church Partners, our sponsors and donors, our Supporting Church Partners and ultimately to God. Therefore, we protect, develop and deploy all of our resources (people, time, money, knowledge, reputation and materials) with great care and wisdom."*

Dignity: *"each person is created in God's image and bears God's likeness. Jesus treated everyone with respect and willingly gave His life for the redemption of all people. Therefore, all people are worthy of our respect and love."*

CUK is committed to reflecting and authenticating its Christian ethos and values in its policies, standards and practices with transparency and integrity.